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REPORT BY THE CHAIRMAN
OF
THE LOS ANGELES COUNTY
COMMISSION ON HUMAN RELATIONS

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A Precis of
Proposals for the Improvement
of Human Relations in
Los Angeles County

November 2, 1965



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COUNTY OF LOS ANGELES
COMMISSION ON HUMAN RELATIONS

Report by the Commission Chairman
To the Board of County Supervisors

November 2, 1965

Mr. Chairman and Members of the Board of Supervisors:

We appear before you today in response to the request issued by you in your meeting of September 14, 1965: To recommend actions which might heal the wounds struck by the recent riots in South Los Angeles, prevent a recurrence of interracial violence and improve the relationship between the groups constituting the population of our County.

We are not here to suggest that we have the solutions to all of the human relations problems in our metropolis. Nor do we wish to recommend simply a series of programs to be administered by our Commission. We are here rather to indicate the most critical areas in which we believe that problems exist, something of the nature of those problems, and several proposed steps that can be initiated by the Board of Supervisors and the Human Relations Commission. For the execution of these steps we shall recommend the full utilization of the rich resources of agencies on all levels of government and of the many fine private intergroup relations organizations existing in our county. We shall urge the careful co-ordination of these efforts in order to avoid wasteful and frustrating duplication.

Two major problems face every metropolitan area today: the fast-growing minority population, which tends to be concentrated in the core

of the central city; and the growing complexity of urban life itself. In Los Angeles this "compounded" problem is further complicated by the existence of not one but two large, surging, frustrated minority groups: the Mexican-American and the Negro; groups which not only are in conflict and competition with the dominant group in our society, but are sometimes in conflict and competition with each other in their attempt to improve their respective economic, social, and educational position.

The entire structure of our society has contributed toward the development of our problems and must, therefore, be involved in any series of programs aimed at their solutions. No solution can be attained by merely attacking the symptoms of organic change. In fact, no lasting solution to the problems of minority group persons in our nation is possible until we understand more intimately our social system, our motivations and behavior as human beings living in a society with other human beings, until we begin to create a mechanism to plan for and deal with both the physical and social development of our society.

There is no short term, easy, permanent cure for the conditions out of which the August riots developed. However, as steps in the right direction we shall propose two types of programs: some action programs which, hopefully, will provide a breathing spell from the development of tensions; and a series aimed at working on the totality of the problems which affect our urban community.

Changing the Social Values of Minority Group Youth

The disproportionate and growing menace of crime among Negroes and

Mexican-Americans decried consistently by police, jurists and social scientists are primarily functions of the social class to which these minorities have been restricted. Any attempt to reduce delinquency must therefore be based on changing the social and psychological conditions and, particularly, the social values by which these communities differ from other communities. Toward such a change in social values of young people now in an anti-social orbit the Commission intends to utilize the excellent staff of the Group Guidance -- or Delinquency Prevention -- section of the Probation Department which was assigned to our Commission staff by the Board of Supervisors at the time of the riots. Group Guidance will continue to work with the hard-core gang groups, but will assume a new responsibility by channeling into constructive activities the interests and energies not only of the gang members but, especially, of the "fringe" youngsters who have traditionally fed these gangs.

We hope to accomplish this objective through the organization of "Friends Unlimited." This group will include approximately 2,000 Negro and Mexican-American adults and an equal number of Anglo families. They will provide wholesome companionship, a pattern of socially acceptable values and activities. They will furnish, in addition, the inter-cultural and inter-racial contacts so sorely needed for real understanding in our community. To accomplish this most effectively we hope to involve the available personnel of the Bureau of Public Assistance, Federal funding, and the know-how of the Big Brothers organizations.

To provide an opportunity for peer-group relationships which cut across the spectrum of race, class, and religious distinction, the Commission has

had the co-operation of Anytown USA, Inc., a private non-profit organization with many years of successful experience in this field. We feel that this program should be placed on a year-round basis and should be provided with a suitable camp site to be developed by the teen age "Anytowners" as a work project. We therefore recommend:

1. That the Board of Supervisors make the Group Guidance section of the Probation Department, now on loan to the Commission, a permanent part of the Commission's staff so that the long-term "Friends Unlimited" Program might be effectively implemented.

2. That up to 20 social case workers be placed on "detached" service from the Bureau of Public Assistance for a period of one year to assist in this program.

3. That the Board of Supervisors join with the Commission in requesting foundation funds for permanent staff and to purchase a camp site for this program.

4. That the Board of Supervisors supplement the Commission's present budget of \$2,000 for Consultant fees by an additional \$4,000 in order that we might secure Consultant services for this program from the executives of "Big Brother of Greater Los Angeles," Catholic Big Brothers and Jewish Big Brothers. Their knowledge and experience in these programs would be invaluable to the Commission's staff and to the "Friends Unlimited" organization during the first year of operation.

Employment on a Massive Scale

In South Los Angeles, thirty percent of the employable population is out of work. Among out-of-school youth between sixteen and twenty-one, the percentage is forty-five. They do not merely need money. They need jobs and they need the feeling of being part of the American economy. A committee of the Los Angeles Chamber of Commerce brought into contact by our Commission with Negro business leaders has been able to provide, so far, 200 to 300 jobs and job training opportunities. The Job Corps has absorbed a few of the unemployed. It is imperative that at least 5,000 jobs be made available for the jobless in South and East Los Angeles. The fact that many of the job seekers have police records complicates the situation. The delay in promised federal works projects increases the restlessness in the community. We therefore recommend:

1. An immediate review of the Civil Service rules regulating the eligibility of persons with arrest records, with particular reference to those job classifications of a non-sensitive or non-professional type; and the creation of a special panel to pass on every person to be hired in this program so that unilateral exclusion on the basis of a police record or a criminal record will not occur. If this is not done, present statistics indicate that a significant number of the unemployed will be prevented from obtaining employment.

2. That private industry, through the Commission's Ad Hoc Committee on Employment, work for the establishment of a panel of personnel officers from private industry to draft criteria for the use of private industry that will take into consideration the question of police or criminal records,

and how best the problem of the employment of such persons may be effectively dealt with.

3. That the County of Los Angeles and the City of Los Angeles immediately divert some of its road-building funds from projects outside East and South Los Angeles into those areas. It is of critical importance that this be done as quickly as is humanly possible. It is equally important that persons residing in these two areas receive the bulk of the employment opportunities. If this means the adoption of new rules involving Civil Service examinations, such action should be taken immediately.

The American Medical Association is a non-profit corporation organized for the purpose of promoting the interests of the medical profession and the public. It is composed of the members of the American Medical Association, who are organized into local, state, and national associations. The American Medical Association is the largest and most influential of these organizations. It is the only one that is recognized by the federal government as the official representative of the medical profession. The American Medical Association is the only one that is recognized by the federal government as the official representative of the medical profession. The American Medical Association is the only one that is recognized by the federal government as the official representative of the medical profession.





Education as a Tool for Positive Social Change

With the growth in size and complexity of the metropolitan area, the public school system -- as the basic agency charged by family and communities with preparing the young for life in the adult society -- faces demands, and situations it has never before encountered. The school must more and more often be concerned with problems which previously were thought to lie outside the province of formal education. In fact, the demarcation line between purely educational and social problems is rapidly growing less distinct.

The accurate perception of reality requires that the pupil encounter those persons and experiences -- in fact as well as through textbooks and other curriculum aids -- that adequately represent the world in which he lives. The urban school system has geared its aims and methods to the well-motivated pupil of approved middle-class background and attitudes. Yet more and more pupils, the "social dynamite" among our youth, are the unmotivated, the hard-to-reach, the "culturally deprived."

In order, then, to improve education for all children in our society, steps must be taken which are different from previous approaches, including, but not limited to the following examples: non-teaching teams attached to each school to encourage "school-community partnership;" on-going sensitivity training for school personnel (a process used successfully in Pasadena); pre-service and in-service training in human relations; the use of pragmatic and effective techniques and practitioners from the Peace Corps, the Job Corps, tutorial programs, etc.; a greatly expanded school camping program; the reduction of class size; decentralization within school districts to permit a wider range of educational approaches and of pilot

1. The first part of the document is a list of the names of the members of the committee.

2. The second part of the document is a list of the names of the members of the committee who have been elected to the office of chairman.

3. The third part of the document is a list of the names of the members of the committee who have been elected to the office of secretary.

4. The fourth part of the document is a list of the names of the members of the committee who have been elected to the office of treasurer.

5. The fifth part of the document is a list of the names of the members of the committee who have been elected to the office of clerk.

6. The sixth part of the document is a list of the names of the members of the committee who have been elected to the office of auditor.

projects; use of "educational parks" -- complexes of elementary, junior high and high schools with reduced cost in land and facilities; the "sister-schools" concept for the development of communication across racial, cultural, and economic lines.

In dealing with human relations problems in the area of education, our Commission is handicapped in that it lacks direct official lines of communication to the more than ninety school districts in Los Angeles County and to the State agencies dealing with education.

We therefore recommend:

1. That the Board of Supervisors use its influence with the State Legislature to the end that additional financial support may be given the Extension Division of the University of California at Los Angeles to work with school districts for improving the quality of public education.

2. That the Board of Supervisors, through the County Superintendent of Schools, disseminate information on the services available through the Commission and promote their utilization by the school districts of the County, particularly those districts in which human relations problems are most acute.

3. That the Board of Supervisors urge a stepped-up pace in the consolidation of school districts.

4. That the Board of Supervisors ask the County Superintendent of Schools to consider the merit of the other suggestions contained herein and to report to the Board on their feasibility.

Thwarting the Expansion of the Negro Ghetto

Los Angeles County has, at least, eight well-defined areas in which almost 95% of its Negro population is concentrated, by far the largest of them in Central Los Angeles. For the reduction of interracial tension and the creation of a stable community, it is imperative that we stop the spread of the concentrated Negro residential community and that we bring the Anglo back into the central city.

Toward this purpose, our Commission has co-operated -- and proposes to continue to co-operate -- with the Community Relations Conference of Southern California and its member agencies toward the following objectives: "open occupancy" housing in every community in the County; patterns of residential integration; and safe and healthful housing for all County residents. We are striving for -- and, we believe, are achieving a closer relationship with the building and real estate industry. We are engaged, together with private neighborhood agencies, in a stabilization program along the western periphery of the Negro area to prevent those currently integrated neighborhoods from becoming all-Negro areas, and we are aware of eight additional areas where such a program is indicated. The Commission is now preparing a plan for a research project on the Minority Housing Market. Designed as a co-operative project with the housing and real estate industries, it is to be used for a planned program of residential integration throughout the County.

Any considerable change in our patterns of housing is dependent on an extensive community redevelopment program which would accomplish three things: (1) rehabilitation of slum and substandard housing in the City and County; (2) making these areas attractive to Anglos, to get them to return to the Central City; and (3) providing good, low-cost housing for rental or purchase by all segments of the population.

Urban Renewal represents perhaps the most readily available investment through which the deteriorating Central City core can be rehabilitated. The acceptance of Urban Renewal must, however, be "sold" to the community at large, and especially to the minority group communities.

We therefore recommend:

1. --That the Board of Supervisors initiate conversations between the agencies listed below to accomplish the objectives just mentioned.
 - a. The City of Los Angeles Planning Commission
 - b. The Community Redevelopment Agency of Los Angeles City and the Cities of Pasadena and Long Beach
 - c. The Regional Planning Commission
 - d. The Los Angeles County Commission on Human Relations
 - e. Private interest groups such as the building industry and the fair housing groups
2. --That the Board of Supervisors ask the League of California Cities to investigate the possibility of urging other cities in the County to establish Community Redevelopment agencies - in order that a beginning might be made toward a Redevelopment Plan for the entire metropolitan area.
3. --That the County Board of Supervisors itself establish such an agency to plan for the rehabilitation of certain unincorporated areas of the County, working in cooperation with the Commission on Human Relations and the Regional Planning Commission.

Dealing With the Destructive "Self-Fulfilling Prophecy"

Tensions between law enforcement agencies and the "visible" minority groups in Los Angeles have existed for some time and have increased in the past several months. By conducting human relations training courses for police officers of

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several jurisdictions in the County, our staff has gained valuable experience which should be put to broader use. The Report and Recommendations presented to you by our Commission's Special Law Enforcement Committee eighteen months ago contains significant meaning for all police agencies. We also wish to offer the services of the Commission in establishing closer communication between law enforcement agencies and the minority group communities. We propose carefully planned police-community pilot projects in one division of the L.A.P.D. and one Sheriff's sub-station, to begin shortly and to be evaluated after a period of six months. We further recommend:

1. That if the pilot projects suggested herein are implemented and proved to be meaningful, the Board of Supervisors officially offer the entire range of police-minority group relations programs available through the Commission to all police jurisdictions in the County.

2. That the Board of Supervisors give official recognition and sanction to the Special Citizens Law Enforcement Committee's Report; that the Board order an attractive duplication of this mimeographed report by Central Duplicating, and that the Board transmit copies of this "Report and Recommendations" to all police jurisdictions in the County.

1. The first part of the paper is devoted to the study of the

properties of the function $f(x)$ defined by the equation

$$f(x) = \int_0^x \frac{1}{1+t^2} dt, \quad x \in \mathbb{R}.$$

It is well known that this function is strictly increasing and

concave down on the interval $(-\infty, \infty)$. Moreover,

the function $f(x)$ is bounded on the interval $(-\infty, \infty)$.

2. In the second part of the paper, we consider the function

$g(x)$ defined by the equation

$$g(x) = \int_0^x \frac{1}{1+t^4} dt, \quad x \in \mathbb{R}.$$

It is well known that this function is strictly increasing and

concave down on the interval $(-\infty, \infty)$. Moreover,

the function $g(x)$ is bounded on the interval $(-\infty, \infty)$.

3. In the third part of the paper, we consider the function

$$h(x) = \int_0^x \frac{1}{1+t^6} dt,$$

$x \in \mathbb{R}$.

It is well known that this function is strictly increasing and

concave down on the interval $(-\infty, \infty)$. Moreover,

the function $h(x)$ is bounded on the interval $(-\infty, \infty)$.

4. In the fourth part of the paper, we consider the function

$$k(x) = \int_0^x \frac{1}{1+t^8} dt, \quad x \in \mathbb{R}.$$

Setting the Record Straight

We are painfully aware that the iron curtain separating the various ethnic groups in our community has perpetuated ignorance of the history and contributions of other groups. It has perpetuated stereotyped impressions. It has promoted negative attitudes including anti-Semitic, anti-Negro, anti-Mexican, anti-Oriental and anti-Anglo feelings, expressions and activities.

We believe that newspapers, radio, television and public relations agencies -- with the involvement of public officials, actors and writers, and community leaders -- would be willing to cooperate in providing a public service through a consistent, extensive, and continuing series of articles, plays, documentaries and other types of programs designed to create a more positive human relations atmosphere in the community. We visualize, among other things, programs aimed at depicting the positive contributions to the development of America by minority persons and groups, as well as the efforts made by individuals, foundations, and religious organizations of all faiths toward the solutions of problems faced by racial and ethnic minorities.

We therefore recommend:

That the Board of Supervisors grant the request of the Commission in last year's budget request for an Information and Education specialist to coordinate such a program.

1. The first part of the paper discusses the importance of understanding the underlying mechanisms of the observed phenomena. This involves a thorough review of the existing literature and a clear identification of the research gaps. The second part of the paper presents the methodology used in the study, which includes a combination of qualitative and quantitative approaches. The third part of the paper discusses the results of the study, which show that the proposed model is effective in explaining the observed phenomena. The fourth part of the paper discusses the implications of the study for future research and practice. The fifth part of the paper concludes the paper and provides a summary of the main findings.

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Developing and Co-ordinating Leadership in the Mexican-American Community

Mexican-Americans represent the single largest minority group in the County -- with serious problems in terms of housing, employment, education, and a large and rapidly-expanding youth population. Even though their roots in our beloved Southern California are historically older and deeper than those of the Anglo population, they face the additional problem of a language barrier.

In order to anticipate and prevent future crisis situations, we propose intensified staff services to the Mexican-American community, including but not limited to: Basic Study Courses in Human Relations for anti-poverty workers, Mexican-American organizations and neighborhood groups; co-operation with Mexican-American educators to develop films, books, pamphlets and other educational materials aimed at Mexican-American problems; specialized consultant services to the Mexican-American Community -- not only through established groups but through potential leaders who exercise informal but effective influence in the community. It is hoped that the Commission will be helpful in establishing better communication not only between the Mexican-American group and other communities but within the Mexican-American community itself, and that imaginative, constructive programming will lead, in the future, to a harmonious federation serving that culturally rich sector of our metropolis.

Organizing the Leadership of the Negro Community

While there are eloquent and dedicated Negro leaders and several strong Negro organizations in Los Angeles, there is no individual identifiable as the leader nor any group identifiable as the organization of the Negro community. There is need for a mechanism through which the leaders of Negro organizations in Los Angeles can begin to communicate effectively and determine objectives which can be implemented.

It is proposed that the County Commission on Human Relations as a neutral organization provide the initial impetus toward the establishment of a Federation serving the Negro community. The Community Relations Committee of the Jewish Federation Council has assured us that their resources and long-standing experience will be made available for this purpose. This organization would embrace all meaningful Negro groups, cutting across geographical, religious and class lines. Through such an organization decisions could be reached and the Negro community as a whole would have an identifiable instrument through which it could deal effectively with its internal problems and speak with one voice to the community at large.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for ensuring the integrity of the financial system and for providing a clear audit trail. The document also highlights the need for transparency and accountability in all financial dealings.

In the second part, the focus shifts to the role of the auditor in verifying the accuracy of the records. The auditor is responsible for conducting a thorough examination of the financial statements and for providing an independent opinion on their fairness and reliability. This process is crucial for building trust and confidence among stakeholders.

The third part of the document addresses the challenges faced by organizations in implementing effective internal controls. It identifies common weaknesses and provides practical recommendations for strengthening the control environment. Key areas of focus include segregation of duties, authorization procedures, and regular monitoring and reporting.

Finally, the document concludes by stressing the importance of ongoing education and training for all employees involved in financial management. Continuous learning is necessary to stay up-to-date with the latest best practices and to ensure that the organization remains compliant with all applicable regulations.

A Metropolitan Approach to Community Development

and

Problem Solving Programs in Los Angeles County

On July 1, 1965 the Commission held a conference on "The Urban Reality" in cooperation with this Board, the National Citizens' Committee to the U.S. Community Relations Service, the Mayor and the City Council of Los Angeles, 48 major companies and labor unions, and 29 participating organizations. Key officials of the Federal Government were present at that time to describe their programs impinging upon residential integration and the survival of the central city, poverty and the urban economy, education as a key to the good life, and the challenge of a changing social order. Delegates to that Conference strongly urged the Commission to develop plans for action in the fields of physical and social planning and in order that the business community and diverse agencies and organizations at every level may come to grips with the many social problems arising from "The Urban Reality."

We believe there is a need for new approaches to civic planning and citizen involvement, comprehensive research, a synthesis of physical and social planning and cooperation between private enterprise and the government. Such approach must be metropolitan or regional in scope, preferably on a county-wide basis. Cooperation and coordination aggressively promoted by top leadership of the public and private sectors of the county are essential to success.

Conversations have been initiated by the Commission with the Systems Development Corporation, the Regional Planning Commission, the Community

ment Agency of Los Angeles, and a representative of the CAO in order that the most up-to-date scientific computer technology may be used to determine how we can most effectively deal with the social problems, tensions, conflicts, and other difficulties that shape our destiny as a people and as a community.

We believe that such a planning function including the early detection and definition of critical community needs, the deployment of resources and the general coordination of services throughout the Los Angeles County area could best be achieved by an Urban Affairs Council.

The Board of Supervisors is in a unique position to initiate discussions on the advisability of developing such a council. Three steps are envisioned in setting up such a metropolitan mechanism. First - All agencies of County government concerned with planning for and/or administering the physical development or social welfare of the community should be organized as a nucleus group to "sketch" an organizational pattern. Secondly - All other interested political jurisdictions including Federal agencies and special taxing districts then should be invited to join. At the same time, the many private intergroup relations and social welfare agencies with whom this Commission has had a long, warm and effective relationship should be invited to become an integrated part of this process.

We therefore recommend:

1. That the Board of Supervisors immediately consider the creation of a "Council on Urban Affairs" that would include the heads of all appropriate County departments.

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2. That the Board of Supervisors strongly urge all such departments to identify, in their respective departments an individual, high in the department's administrative structure, whose primary function would be to perfect constant and intensive liaison with each of the other departments in the Council on a permanent basis.

3. That this "Council on Urban Affairs" report to the Board of Supervisors at a time to be determined by the Board with recommendations as to how the "metropolitan Council" can best be formed.

4. That an agency of County government of the Board's choosing be directed to serve as the temporary convener of such a Council in order to implement these recommendations.

5. We recommend, as a long-term project to deal with the most fundamental social problems out of which the riots occurred, the support of the Board of Supervisors of the Commission's intent to seek funds to develop this program. If successful, it could well provide a model for the nation to follow.

3. That the Board of Directors should have the right to elect, in its discretion, to their respective departments an individual, high in the department's administrative structure, whose primary function would be to perform constant and intensive liaison with each of the other departments in the Council on a permanent basis.

4. That this "Council on Urban Affairs" report to the Board of Directors at a time to be determined by the Board with recommendations as to how the "Metropolitan Council" can best be formed.

5. That an agency of County Government of the Board's choosing be directed to serve as the temporary conduit of such a Council in order to implement these recommendations.

6. The respondent, as a long-term project to deal with the more fundamental social problems out of which the riots occurred, the support of the Board or Government of the Commission's intent to seek funds to develop this program. If successful, it could well provide a model for the nation to follow.

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